



Appendix 6

Performance Based Standards

The Indiana Department of Correction began participating in Performance Based Standards (PBS) in October 2008 for a candidacy period. In September 2009, the Indiana Department of Correction Division of Youth Services successfully completed the candidacy period. During that time, IDOC worked to implement PBS continuous improvement activities and use the PBS tools to assure that the facilities are safe for staff and youths as well as conducive to learning and changing behaviors. This state's programs now joins approximately 200 other programs across the country improving the quality of life and services for incarcerated youths. By using PBS we have been able to identify and monitor critical areas of performance and demonstrate effectiveness using national standards and performance outcomes. Using the reports that are generated we can demonstrate compliance with the Department of Justice requirements and show areas needing improvement. By using PBS we have been able to improve accountability, improve compliance with best practices and high standards, it has provided us access to resources and networking across the United States. The IDOC will be able to identify progress over time compared to other facilities in the nation.

The youth benefit from this process because the youth surveys that they complete as a part of this process provides us a better understanding of youth's understanding of the rules, programs and overall facility climate. Understanding these issues results in less restraint use, less violence and less fear, as well as improving overall safety and security for both staff and youth. We have been able to celebrate successes that we have accomplished by meeting goals and successfully completing/achieving Facility Improvement Plans. PBS is a tool to support a mechanism for managers and all staff to use to identify needs, track progress and celebrate success as the Division of Youth Services moves toward a better work and living environment for staff and youth. PBS is a nationally accepted, evidence based, best practices model for addressing juvenile justice measures and improving the conditions of confinement for the youth entrusted to our care.